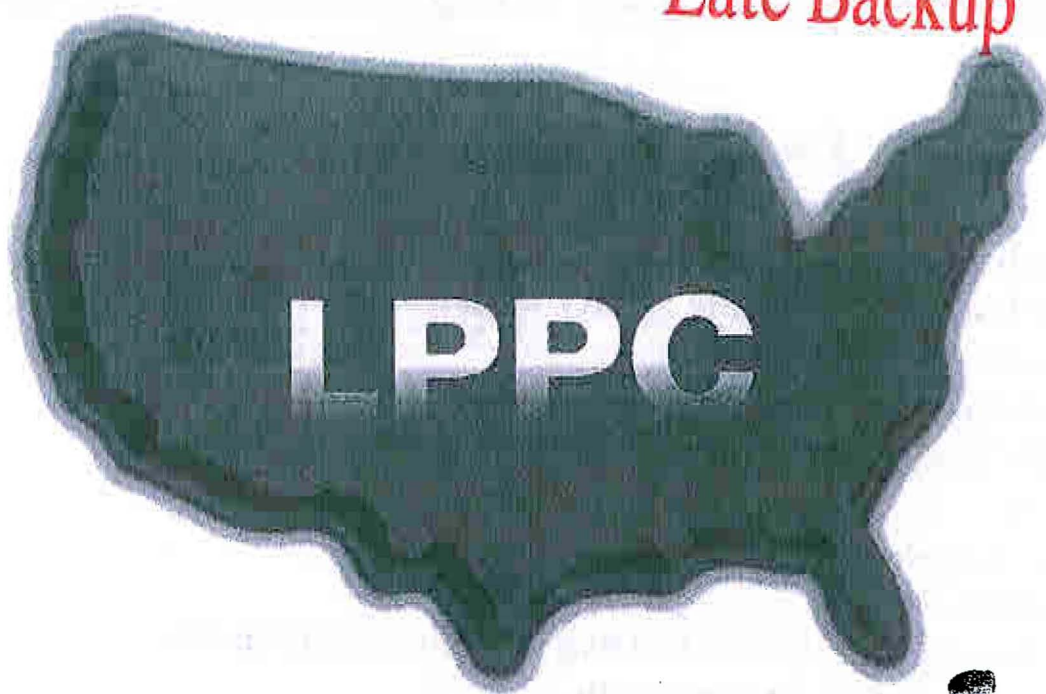
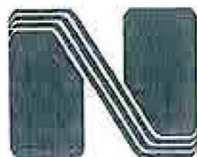


Late Backup



2008 EXECUTIVE SALARY SURVEY SUMMARY

SPONSORED BY:



Nebraska Public Power District

Always there when you need us

AUSTIN ENERGY HIGHLIGHTED IN YELLOW

2008 LPPC Executive Compensation Survey

Participating Utilities

Austin Energy
Chelan County Public Utility District No. 1
Clark Public Utilities
Colorado Springs Utilities
CPS Energy
JEA
Los Angeles Dept. of Water and Power
MEAG Power
Nebraska Public Power District (Survey Sponsor)
New York Power Authority
Omaha Public Power District
Orlando Utilities Commission
Platte River Power Authority
Puerto Rico Electric Power Authority
Sacramento Municipal Utility District
Salt River Project
Santee Cooper
Seattle City Light
Snohomish County Public Utilities District
Tacoma Public Utilities – Tacoma Power

2008 EXECUTIVE SALARY SURVEY POSITION INDEX

Senior Executive Management Positions (CEO & CEO Direct Reports)

1. President & CEO
2. Chief Operating Officer (COO)
3. Top Legal Executive
4. Top Support Services Executive
5. Top Power Generation Executive (Non-Nuclear)
6. Top Financial Executive (CFO)
- X. Other Sr. Executive Management Positions

Executive/Top Management Positions

7. **Transmission & Distribution**
 - a. Transmission Systems Executive
 - b. Distribution Systems Executive
 - c. Transmission and Distribution Systems Executive
8. Energy Marketing Executive
9. **Communications**
 - a. Communications Executive
 - b. Communications & Government Relations Executive
10. Customer Service Executive
11. Chief Information Officer (CIO)
12. Human Resources Executive
13. Strategic Planning Executive
14. Government Relations Executive
15. Environmental Affairs Executive
16. Risk Executive (Power Marketing & Trading)
17. Trading Executive (Power & Gas)
18. Corporate Audit Executive

LPPC 2008 EXECUTIVE SALARY SURVEY SUMMARY (Base Pay)

Survey Position Number	Survey Position Title	Survey Average	Survey Median
1	President & CEO	\$319,208	\$317,402
2	Chief Operating Officer	\$238,454	\$233,000
3	Top Legal Executive	\$186,468	\$193,243
4	Top Support Services Executive	\$195,806	\$199,800
5	Top Power Generation Executive (Non-Nuclear)	\$213,341	\$192,500
6	Top Financial Executive (CFO)	\$228,502	\$217,606
7a	Transmission Systems Executive	\$195,208	\$195,216
7b	Distribution Systems Executive	\$187,982	\$187,637
7c	Transmission and Distribution Systems Executive	\$157,713	\$157,867
8	Energy Marketing Executive	\$186,049	\$173,335
9a	Communications Executive	\$133,113	\$128,290
9b	Communications & Government Relations Executive	\$166,366	\$160,984
10	Customer Service Executive	\$167,564	\$159,400
11	Chief Information Officer (CIO)	\$161,204	\$155,000
12	Human Resources Executive	\$147,567	\$148,246
13	Strategic Planning Executive	\$160,960	\$157,999
14	Top Government Relations Executive	\$147,562	\$132,738
15	Environmental Affairs Executive	\$141,334	\$138,776
16	Risk Executive (Power Marketing & Trading)	\$164,858	\$151,437
17	Trading Executive (Power & Gas)	\$143,815	\$149,500
18	Corporate Audit Executive	\$126,817	\$117,998

1. President & Chief Executive Officer

Reports To: Board of Directors

Provides leadership and strategic direction for all company operations.

Matching Position Title	Actual Salary	Bonus/Incentive Amount or % Received for Prev. Yr.	Notes
General Manager	\$679,788	\$42,702 (6.7%)	
President & CEO	\$415,760	\$13,361 (3.2%)	
President & CEO	\$404,756	\$133,569 (33%)	
President & CEO	\$403,000	\$62,868 (16%)	
General Manager & CEO	\$367,500	\$245,830 (67%)	
President & CEO	\$350,000		
General Manager & CEO	\$340,000		
Chief Executive Officer & General Manager	\$329,000		
General Manager	\$317,659		
Managing Director / CEO	\$317,600		
General Manager & CEO	\$317,205		
Director/Chief Executive Officer	\$280,322		Also gets \$15,000 deferred comp.
Chief Executive Officer	\$276,750	\$28,505 (10.3%)	
General Manager	\$274,051		
General Manager	\$262,000		
President & CEO	\$240,000		New Hire
Superintendent	\$225,066	\$18,052 (8%)	
General Manager	\$211,473		
CEO/General Manager	\$202,234		
Executive Director	\$170,001	\$13,600 (8%)	
Survey Average	\$319,208		
Survey Median	\$317,402		

2. Chief Operating Officer (COO)

In compliance with goals, policies, and objectives established by the Chief Executive Officer, directs, coordinates, and administers all aspects of company operations and/or subsidiary operations through subordinates. Assists in the strategic development of corporate policies that encompass such areas as human resources, company operations, financial performance, company expansion efforts, and over all strategic direction.

Matching Position Title	Actual Salary	Bonus/Incentive Amount or % Received for Prev. Yr.	Notes
EVP & Chief Operating Officer	\$366,166	\$113,511 (31%)	
AGM Customer, Distribution & Operations	\$266,447		
Chief Operating Officer	\$264,904		
Chief Operating Officer	\$235,000		
VP & COO	\$233,000		
Utility Director Deputy - Power Superintendent	\$230,589		
Chief Operating Officer	\$230,200		
Deputy General Manager	\$188,094		
Vice Executive Director	\$131,683	\$10,534 (8%)	
No Match			
No Match			
No Match			
No Match			
No Match			
No Match			
No Match			
No Match			
No Match			
No Match			
No Match			
Survey Average	\$238,454		
Survey Median	\$233,000		

3. Top Legal Executive

Plans, organizes, directs and controls activities of the utility's in-house legal staff, providing full-range legal services for the company. Coordinates, monitors, and directs any required outside legal counsel. Represents the utility in rate making, negotiations, litigation and interaction with legal, regulatory, and consumer organizations.

Matching Position Title	Actual Salary	Bonus/Incentive Amount or % Received for Prev. Yr.	Notes
Corporate Counsel	\$284,100	\$17,549 (6.7%)	
SVP & General Counsel	\$276,925	\$84,524 (30%)	
Attorney & General Counsel	\$266,447		
Sr. VP & General Counsel	\$242,266	\$70,257 (29%)	Also responsible for Gov't & Community Relations, Law Enforcement & Security
EVP General Counsel & Chief of Staff	\$240,350	\$7,541 (3.5%)	
VP Gov't Affairs & General Counsel	\$212,000		
VP & General Counsel	\$210,000		
General Counsel	\$201,486		
Executive Manager - General Counsel	\$185,000		
General Counsel	\$154,248		
Chief of Staff	\$139,520	\$4,465 (3.2%)	
City Attorney's Office - Utilities	\$125,128	\$12,659 (10.1%)	
Division Chief	\$115,294		
Director (General Counsel)	\$113,763	\$9,101 (8%)	
Legal Counsel	\$109,519		
Chief Assistant City Attorney	\$107,435		Reports to CEO
No Match			
No Match			
No Match			
No Match			
Survey Average	\$186,468		
Survey Median	\$193,243		

4. Top Support Services Executive

Has senior executive responsibility for any combination of the following areas:
Information Technology, Supply Chain Management, Facilities, Administrative
Services, Aviation, Drafting Services, Corporate Security.

Matching Position Title	Actual Salary	Bonus/Incentive Amount or % Received for Prev. Yr.	Notes
AGM & Chief Information Executive	\$257,232	\$13,733 (6%)	
VP Essential Services	\$249,595	\$8,618 (3.4%)	
Chief Administrative Officer	\$236,507		
VP Corporate Services	\$210,933		Responsible for HR, Fleet, Risk, Security. Not responsible for IT or Drafting
Senior VP & Chief Accounting Officer	\$206,823	\$27,550 (13%)	Also resp. for accounting, financial reporting, budgets & billings
SVP Enterprise Shared Services	\$199,800	\$4,884 (3.6%)	
Customer Service & Energy Delivery Officer	\$191,288	\$4,208 (2.2%)	
Executive Manager - District Services	\$175,912		Also has executive responsibility for external affairs, communications
Division Manager, Corporate Services	\$161,592		Responsible for IT, HR, Health, Safety, Security
VP, Facilities & Logistics Services	\$154,300		
Director (Administrative Services)	\$109,882	\$8,790 (8%)	
No Match			
No Match			
No Match			
No Match			
No Match			
No Match			
No Match			
No Match			
No Match			
Survey Average	\$195,806		
Survey Median	\$199,600		

5. Top Power Generation Executive (Non-Nuclear)

Has senior executive responsibility to provide leadership and direction for all engineering, operations, and support functions for non-nuclear generation. The incumbent may also hold executive level responsibility for the company's generation and system control functions.

Matching Position Title	Actual Salary	Bonus/Incentive Amount or % Received for Prev. Yr.	Notes
Associate GM Power, Construction & Engr. Services	\$393,324	\$25,058 (6.7%)	
VP Operations	\$313,231	\$10,269 (3.3%)	
AGM Energy Supply	\$266,447		
EVP Energy Development	\$260,750	\$87,714 (33%)	
Sr. Assistant General Manager	\$249,703		
EVP & Chief Engineer - Power Supply	\$239,400	\$8,802 (3.6%)	
Sr. VP Generation	\$232,624	\$2,326 (1%)	
Energy Services Division Officer	\$210,246	\$25,310 (12%)	
VP Power Resources	\$199,500		Also responsible for fuels & power marketing
Executive Manager - Operations Group	\$192,500		Also responsible for customer service, T&D, rates, network operations & maint.
VP Electric Systems	\$187,300		
Generation Manager	\$186,430		
AGM Water Resources	\$173,150		
Power Supply & Environmental Affairs Officer	\$169,942		
SVP, Power Production	\$168,542		
Director Energy Resources	\$163,654	\$6,000 (3.7%)	
Division Manager, Power Production	\$161,592		
VP Power Supply	\$161,200	\$18,135 (11%)	
Director (Electrical System)	\$123,942	\$9,915 (8%)	
No Match			
Survey Average	\$213,341		
Survey Median	\$192,500		

6. Top Financial Executive (CFO)

Has senior executive authority for the financial plans and policies of the organization, including establishment and maintenance of fiscal controls, 21ration and interpretation of financial reports, and safeguarding of the organization's assets. Develops and maintains overall accounting policies and controls. Ensures the effective short and long term financial management of the entire utility organization including investment activities.

Matching Position Title	Actual Salary	Bonus/Incentive Amount or % Received for Prev. Yr.	Notes
Associate GM, Commercial & Customer Services	\$530,412	\$31,806 (6.7%)	
EVP & Chief Financial Officer	\$268,020	\$64,325 (24%)	Also responsible for IT & Procurement
VP Financial Services	\$260,702	\$8,724 (3.3%)	
EVP & CFO	\$260,500	\$71,766 (27.5%)	
Senior VP & Chief Financial Officer	\$251,229	\$37,684 (15%)	Not responsible for financial reporting, accounting, budgeting or billing
Chief Financial Officer	\$249,703		
Chief Financial Officer	\$248,683		
EVP & Chief Financial Officer	\$235,913	\$8,104 (3.6%)	Also resp. for energy risk assessment & resource planning, strategic planning
VP Financial Services	\$220,213		
Chief Financial Officer	\$215,000		
VP & CFO	\$208,000		
Chief Planning & Financial Officer	\$195,893	\$23,736 (12.1%)	
Chief Financial Officer	\$195,312		
AGM Finance	\$168,982		Also responsible for supply chain & warehouse
SVP, Finance & Corporate Services	\$168,542		
Director of Finance	\$163,654	\$2,500 (1.5%)	
Chief Financial Officer	\$154,248		
Director (Finance)	\$118,033	\$9,442 (8%)	
Executive Manger - Finance (CFO & CRO)			*Currently vacant. Midpoint = \$239,500. Also responsible for risk management
No Match			
Survey Average	\$228,502		
Survey Median	\$217,606		

X. Other Sr. Executive Management Positions

Matching Position Title	Actual Salary	Bonus/Incentive Amount or % Received for Prev. Yr.	Notes
Associate GM, Water Group	\$356,928	\$21,985 (6.7%)	
Associate GM, Public & Communications Services	\$321,048	\$20,649 (6.7%)	
Associate GM, Environmental, HR, Land, Risk, Telecom	\$299,964	\$18,658 (6.7%)	
VP Employee & Customer Relations	\$292,667	\$10,109 (3.4%)	
Sr. VP Corporate Services	\$239,203	\$59,800 (25%)	Resp. for Econ. Dev., Constr., Transp., Prop. Mgt., Environ. Mgt., Corp. Planning
VP Customer Services	\$218,000		
AGM, Power, Rates, & Transmission Management	\$213,991		
SVP Energy Services & Technology	\$211,765	\$7,892 (4.2%)	Resp. for directing the development & implementation of energy use reduction
Water Services Division Officer	\$205,650	\$25,310 (12.3%)	
AGM, Distribution & Engineering Services	\$203,897		
VP HR & Corporate Support	\$196,000		
Internal Compliance Officer	\$194,998		
AGM, Customer & Corporate Services	\$191,063		
VP Power Resource Planning & Acquisition	\$185,900	\$5,867 (3.6%)	Resp. for long-term planning, renewable resources, procurement & supply chain
Executive Manager - Human Resources Group	\$170,000		
Director of Engineering	\$163,654	\$2,500 (1.5%)	
Division Manager, Customer Services	\$161,592		Responsible for Environmental, Energy Services, Marketing, Communications
Division Manager, Electric Operations	\$161,592		Responsible for System Operations, System Engineering, Substations, Telecom
AGM, Information Services	\$160,935		
Employee Resources Director	\$150,876		Responsible for comp., benefits, labor, training, OD, employee relations
Government Relations Director	\$143,692		
Director of Administration & Water	\$138,592	\$2,500 (1.8%)	

7a. Transmission Systems Executive

Has executive-level responsibility for overall planning, operations, and control of the utilities transmission system. Directs maintenance, protection and improvement of all transmission lines and facilities. Responsible for construction of transmission lines and substations. Voltage levels in the operations managed by this position are typically above 34.5 KV.

(If transmission and distribution responsibilities are combined, then report at Position #7c only)

Matching Position Title	Actual Salary	Bonus/Incentive Amount or % Received for Prev. Yr.	Notes
Manager, System Operations	\$229,200	\$14,476 (6.7%)	
SVP, Transmission	\$200,000	\$6,488 (3.8%)	
Sr. VP Power Delivery	\$190,433	\$3,809 (2%)	
VP Transmission	\$161,200	\$18,135 (11%)	
No Match			
No Match			
No Match			
No Match			
No Match			
No Match			
No Match			
No Match			
No Match			
No Match			
No Match			
No Match			
No Match			
No Match			
No Match			
No Match			
No Match			
Survey Average	\$195,208		
Survey Median	\$195,216		

7b. Distribution Systems Executive

Has top executive responsibility for overall planning, operations and control of the utility's electric distribution systems. Directs the maintenance, protection, and improvement of all distribution lines and facilities. Voltage levels in the operations managed by this position are typically 34.5 KV and below.

(If transmission and distribution responsibilities are combined, then report at Position #7c only)

Matching Position Title	Actual Salary	Bonus/Incentive Amount or % Received for Prev. Yr.	Notes
Manager, Electric System Operations & Maintenance	\$213,000	\$13,762 (6.7%)	
Director, Distribution	\$191,963		
VP Retail Operations	\$183,312	\$3,666 (2%)	Also responsible for retail operations
Director of Operations	\$163,654	\$2,500 (1.5%)	
No Match			
No Match			
No Match			
No Match			
No Match			
No Match			
No Match			
No Match			
No Match			
No Match			
No Match			
No Match			
No Match			
No Match			
No Match			
No Match			
Survey Average	\$187,982		
Survey Median	\$187,637		

7c. Transmission and Distribution Systems Executive

Has executive-level responsibility for the overall planning, operations and control of the utility's transmission and distribution systems. Directs the maintenance, protection and improvement of all transmission and distribution lines and facilities. Typically responsible for the construction of related lines and substations.

Matching Position Title	Actual Salary	Bonus/Incentive Amount or % Received for Prev. Yr.	Notes
Director of Power Transmission & Distribution	\$216,212		
VP Energy Delivery	\$189,193		
Division Manager - T&D Operations	\$184,909	\$5,928 (3.2%)	
Energy Delivery Operations Director	\$177,083	\$3,895 (2.2%)	
SVP, Electric Service Delivery	\$170,996		
Transmission & Distribution Manager	\$161,034		
Transmission & Distribution Manager	\$154,700		
Managing Director - Utility Services	\$140,000		
Sr. Manager, Distribution Engineering Services	\$134,712		
T&D Superintendent	\$123,040		
Director (Transmission & Distribution)	\$121,153	\$9,692 (8%)	
Director, T&D Maintenance & Bulk Power Systems	\$119,527		
No Match			
No Match			
No Match			
No Match			
No Match			
No Match			
No Match			
No Match			
Survey Average	\$157,713		
Survey Median	\$157,867		

Larger utilities separated distribution and Transmission

8. Energy Marketing Executive

Has executive-level responsibility for the strategic direction and management of the energy (electric and/or gas) marketing activities. Responsibilities include managing ongoing relationships and negotiating pricing with key customers, utilities or other large customers; ensuring that required interconnection or transportation access to market is available; and managing the associated risk.

Matching Position Title	Actual Salary	Bonus/Incentive Amount or % Received for Prev. Yr.	Notes
Manager, Energy Management & Information	\$276,240	\$17,446 (6.7%)	
Executive Director of Customer Services	\$206,043		
SVP Marketing & Economic Development	\$200,850	\$7,541 (4.2%)	
Power Manager	\$177,528		
Power Management Director	\$169,142		
Director, Fuels & Power Marketing	\$155,264		
VP Corporate Planning & Bulk Power	\$154,262	\$3,085 (3%)	Resp. for wholesale markets, corp. budget, cust. billing, risk control, corp. analysis
Division Manager - Energy, Marketing & Trading	\$149,061	\$5,678 (3.8%)	
No Match			
No Match			
No Match			
No Match			
No Match			
No Match			
No Match			
No Match			
No Match			
No Match			
No Match			
No Match			
Survey Average	\$186,049		
Survey Median	\$173,335		

9a. Communications Executive

Has executive-level responsibility to design and implement policies and programs to enhance the public reputation of the organization, and to direct the development and management of an integrated communications function (internally and externally).

(If Communications and Government Relations are combined, then report at Position #8b only)

Matching Position Title	Actual Salary	Bonus/Incentive Amount or % Received for Prev. Yr.	Notes
Director of Public Affairs	\$200,051		
Manager, Communications & Community Relations	\$180,600	\$11,497 (6.7%)	
Director, Communications & Community Relations	\$178,000		
VP Marketing, Communications & Community Relations	\$153,334		
VP Corporate Communication & Media Relations	\$145,776	\$2,915 (2%)	
Division Manager - Corporate Communications	\$136,214	\$4,846 (3.5%)	
Communications & Public Affairs Director	\$135,156		
Sr. Manager, Corporate Communications & Marketing	\$121,424		
Director, Corporate Communications	\$117,852		
Director (Press Office)	\$109,882	\$8,790 (8%)	
Marketing & Community Relations Manager	\$99,300		
Director - Communications Division	\$98,028		
Corporate Communications Manager	\$95,209		
Community/Media Services Manager	\$92,756		
No Match			
No Match			
No Match			
No Match			
No Match			
No Match			
Survey Average	\$133,113		
Survey Median	\$128,290		

9b. Communications & Government Relations Executive

Has executive-level responsibility to design and implement policies and programs to enhance the public reputation of the organization, and to direct the development and management of an integrated communications function (internally and externally). Also responsible for Government Relations.

Matching Position Title	Actual Salary	Bonus/Incentive Amount or % Received for Prev. Yr.	Notes
Senior VP, Participant & Corporate Affairs	\$206,999	\$26,496 (13%)	Also responsible for marketing services & economic development
Chief Public Affairs Officer	\$180,100		
Chief Public Affairs Officer	\$161,138	\$19,079 (11.8%)	
SVP Public & Government Affairs	\$160,830	\$4,460 (3.7%)	
Sr. Manager - Government & Public Relations	\$150,000		
Utility Director Deputy - Public Affairs	\$139,131		
No Match			
No Match			
No Match			
No Match			
No Match			
No Match			
No Match			
No Match			
No Match			
No Match			
No Match			
No Match			
No Match			
No Match			
Survey Average	\$166,366		
Survey Median	\$160,984		

10. Customer Service Executive

Has executive-level responsibility to design and implement the programs needed to maintain good relationships with the organization's customers by providing services to handle customer billing, customer accounting, customer inquiries, meter reading, and credit and collection. Also serves as a liason with sales, marketing, and other line personnel.

Matching Position Title	Actual Salary	Bonus/Incentive Amount or % Received for Prev. Yr.	Notes
Manager, Customer Services - Power	\$272,280	\$17,194 (6.7%)	
VP Customer Connection	\$214,004		
Chief Customer Service & Corporate Services Officer	\$205,650	\$27,056 (13.1%)	
Director, Customer Services	\$191,963		
SVP, Customer Care	\$173,000		
Customer Care Director	\$164,998		
VP, Customer Relationships	\$159,400		
Customer Services Manager	\$153,421		
Customer Service Manager	\$144,000		
Director Customer Services	\$139,783	\$2,500 (1.8%)	
Division Manager - Customer Service Operations	\$129,887	\$4,047 (3.1%)	
Director (Customer Service)	\$115,401	\$9,232 (8%)	
Sr. Manager, Customer Service	\$114,550		
No Match			
No Match			
No Match			
No Match			
No Match			
No Match			
No Match			
Survey Average	\$167,564		
Survey Median	\$159,400		

11. Chief Information Officer (CIO)

Has executive-level responsibility for the strategic direction of the utility's information technology resources, including telecommunications. Develops strategies to meet organizational needs and identifies systems software and hardware necessary for the successful integration of information systems. May also be responsible for the full range of telecommunications functions including wide area and local area networks, wireless trunk, and internal telephone systems.

Matching Position Title	Actual Salary	Bonus/Incentive Amount or % Received for Prev. Yr.	Notes
Chief Information Officer	\$236,841		
Chief Information Officer	\$221,912		
VP & Chief Information Officer	\$196,752		
Chief Information Officer	\$173,500		
Chief Information Officer	\$173,255	\$5,998 (3.6%)	
Division Manager - Information Technology	\$170,914	\$6,983 (4.1%)	
Director of Information Services	\$155,000	\$2,500 (1.6%)	
Manager IT	\$154,000	\$3,080 (2%)	
Managing Director - Technology Services	\$145,000		
Officer, Chief Information - Utility	\$130,977		
IT Services Director	\$128,809	\$3,864 (3%)	
Information Technology Manager	\$114,912		
Manager, Corporate Information Office	\$93,775	\$7,502 (8%)	
No Match			
No Match			
No Match			
No Match			
No Match			
No Match			
No Match			
Survey Average	\$161,204		
Survey Median	\$155,000		

12. Human Resources Executive

Has executive-level responsibility for design and implementation of all human resource policies. May or may not include labor relations.

Matching Position Title	Actual Salary	Bonus/Incentive Amount or % Received for Prev. Yr.	Notes
Manager, Human Resources Services	\$207,876	\$13,435 (6.7%)	
Executive Director of Employee Services	\$185,790		
Director, Workforce	\$176,476		
Chief Human Resources Officer	\$172,300		
Division Manager - Human Resources	\$171,239	\$6,063 (3.5%)	
VP Human Resource Management	\$151,501	\$4,545 (3%)	
Human Resources Officer	\$144,991		
Director Human Resources	\$120,277		
Human Resource Manager	\$114,912		
Chief Administrative Officer	\$112,299		
Director (Human Resources)	\$109,882	\$8,790 (8%)	
Human Resources Manager	\$103,265		
No Match			
No Match			
No Match			
No Match			
No Match			
No Match			
No Match			
No Match			
Survey Average	\$147,567		
Survey Median	\$148,246		

13. Strategic Planning Executive

Has executive-level responsibility to develop and secure approval for the organization's strategic plan. This typically includes analysis of organizational positioning and other studies to ensure the continued successful growth of the company.

Matching Position Title	Actual Salary	Bonus/Incentive Amount or % Received for Prev. Yr.	Notes
Manager, Strategic Planning	\$231,720	\$14,760 (6.7)	
SVP Corporate Planning & Finance	\$204,422	\$6,976 (3.6%)	Also responsible for financial planning & treasury
VP Strategic Planning	\$162,750		Responsible for green energy and conservation initiatives
Strategic Planning Director	\$157,999		
Division Manager - Operations Analysis	\$145,144	\$5,139 (3.5%)	
Officer, Chief Strategy	\$138,008		
Division Head	\$86,677		
No Match			
No Match			
No Match			
No Match			
No Match			
No Match			
No Match			
No Match			
No Match			
No Match			
No Match			
No Match			
No Match			
No Match			
Survey Average	\$160,960		
Survey Median	\$157,999		

14. Government Relations Executive

Has executive-level responsibility for representing the organization in legislative and regulatory matters with federal, state, and local governments by providing policy direction, coordinating operating unit government affairs initiatives and lobbying for the organization's interests.

(If Government Relations and Communications are combined, then report at Position #8b only)

Matching Position Title	Actual Salary	Bonus/Incentive Amount or % Received for Prev. Yr.	Notes
Manager, Public Affairs	\$221,580	\$14,320 (6.7%)	
VP Government/Regulatory Regulations	\$199,774		
Director, Legislative & Regulatory Affairs	\$178,118		
Executive Director of Regulatory Affairs	\$138,315	\$5,147 (3.7%)	
Director, Government & Community Relations	\$133,366	\$2,667 (3%)	
Director - External Affairs Division	\$132,738		
Director Market Policy & Planning	\$132,100		
Sr. Communications Manager	\$126,853		
Governmental & Legislative Affairs Director	\$123,526		
Government Affairs Officer	\$119,976		
Manager - Government & Community Relations	\$116,838	\$4,785 (4.1%)	
No Match			
No Match			
No Match			
No Match			
No Match			
No Match			
No Match			
No Match			
No Match			
Survey Average	\$147,562		
Survey Median	\$132,738		

15. Environmental Affairs Executive

Has executive-level responsibility to ensure that the organization is in compliance with all local, state, and federal regulations affecting the environment. This includes establishing corporate-wide policies and programs that comply with regulations and ensuring overall compliance at all sites and laboratories.

Matching Position Title	Actual Salary	Bonus/Incentive Amount or % Received for Prev. Yr.	Notes
Assistant GM - Environmental Affairs	\$236,507		
VP Environmental Services	\$154,300		
VP Environmental Affairs	\$153,320		
Manager, Environmental Management	\$148,621	\$2,974 (3%)	
Division Manager - Environmental & Regulatory Affairs	\$145,135	\$5,529 (3.8%)	
VP Environmental, Safety & Health	\$141,300	\$4,365 (3.6%)	
Director - Natural Resources Division	\$138,776		
Manager, Environmental Services	\$134,184	\$8,610 (6.7%)	
Environmental Affairs Director	\$123,401		
Director, Environmental Care & Protection	\$118,580		
Director (Planning & Environmental Protection)	\$118,033	\$9,442 (8%)	
Sr. Manager, Environmental Affairs	\$114,550		
Environmental Services Manager	\$110,640		
No Match			
No Match			
No Match			
No Match			
No Match			
No Match			
No Match			
Survey Average	\$141,334		
Survey Median	\$138,776		

16. Risk Executive (Power Marketing & Trading)

Has executive-level responsibility to align the company's energy portfolio with management's portfolio strategy by directing energy futures, options, swaps, derivatives, and hedging activities. Performs daily assessment of mark to market "book" to mitigate risk. Manages, controls, settles, and accounts for all transactions. Works closely with the trading managers to support a dynamic trading floor operation and to provide high quality technical and administrative support. Manages a group that focuses on creditworthiness of trading partners. Develops, implements, and maintains effective credit analysis and credit risk management functions.

Matching Position Title	Actual Salary	Bonus/Incentive Amount or % Received for Prev. Yr.	Notes
SVP Energy Resources Management	\$218,012	\$7,580 (3.6%)	
Director - Resource Planning, Procurement, Development	\$216,212		
Risk Management Director	\$151,998		
Manager, Energy Risk Management	\$150,876	\$9,477 (6.7%)	
Sr. Manager, Power Scheduling	\$126,875		
Director, Energy & Market Operations	\$125,174		
No Match			
No Match			
No Match			
No Match			
No Match			
No Match			
No Match			
No Match			
No Match			
No Match			
No Match			
No Match			
No Match			
No Match			
Survey Average	\$164,858		
Survey Median	\$151,437		

17. Trading Executive (Power & Gas)

Has executive-level responsibility to provide direction for overall operations of the power, gas, and/or fuels trading functions.

Matching Position Title	Actual Salary	Bonus/Incentive Amount or % Received for Prev. Yr.	Notes
Manager, Supply & Trading	\$196,308	\$12,448 (6.7%)	
Director Generation Resource Management	\$152,000	\$5,078 (3.6%)	
VP Fuels, Purchased Power & Compliance	\$147,000		
Administrator	\$79,950	\$6,396 (8%)	
No Match			
No Match			
No Match			
No Match			
No Match			
No Match			
No Match			
No Match			
No Match			
No Match			
No Match			
No Match			
No Match			
No Match			
No Match			
No Match			
No Match			
No Match			
Survey Average	\$143,815		
Survey Median	\$149,500		

17. Trading Executive (Power & Gas)

Has executive-level responsibility to provide direction for overall operations of the power, gas, and/or fuels trading functions.

Matching Position Title	Actual Salary	Bonus/Incentive Amount or % Received for Prev. Yr.	Notes
Manager, Supply & Trading	\$196,308	\$12,448 (6.7%)	
Director Generation Resource Management	\$152,000	\$5,078 (3.6%)	
VP Fuels, Purchased Power & Compliance	\$147,000		
Administrator	\$79,950	\$6,396 (8%)	
No Match			
No Match			
No Match			
No Match			
No Match			
No Match			
No Match			
No Match			
No Match			
No Match			
No Match			
No Match			
No Match			
No Match			
No Match			
No Match			
No Match			
Survey Average	\$143,815		
Survey Median	\$149,500		

18. Corporate Audit Executive

Oversees all aspects of an organization's auditing function by providing an independent and cost-effective source to establish and review compliance with internal controls for operations within the organization consistent with corporate standards and governmental regulations. This includes developing, directing, planning and evaluating internal audit programs for the organization's accounting and statistical records and the activities of the various departments to ensure compliance with the organization's plans, policies, procedures and standards.

Matching Position Title	Actual Salary	Bonus/Incentive Amount or % Received for Prev. Yr.	Notes
Director of Internal Audit	\$184,850		
Corporate Auditor	\$173,088	\$11,133 (6.7%)	Reports directly to Board President
VP Risk Management	\$155,462	\$17,627 (11%)	Also responsible for enterprise risk management
VP Internal Audit	\$140,400	\$3,702 (3.2%)	Reports to Board of Trustees
General Auditor	\$138,000		
Division Manager - Corporate Audit	\$128,597	\$4,350 (3.4%)	
Internal Audit Services Manager	\$118,008		
Director, Internal Audit	\$117,987		
Sr. Manager, Controller & Auditor	\$115,000		
Corporate Performance Director	\$109,349		
Manager of Internal Audit	\$96,264		
Internal Audit Department Manager	\$92,689		Direct Report to Top Legal Executive
Comptroller	\$79,033	\$6,322 (8%)	
	\$126,817		
No Match			
No Match			
No Match			
No Match			
No Match			
No Match			
No Match			
Survey Average	\$126,817		
Survey Median	\$117,998		

2008 LPPC Salary Survey - General Information

Utility	Services Provided	FTE	FTE (Electric)	Annual Revenues	Annual Revenues (Electric)	Total MW Capacity Owned & Operated	Total MW Capacity Purchased
A	Electric, Water	9,143	6,142	\$ 3,160,000,000	\$ 2,500,000,000	7,000	N/A
B	Electric	1,559	1,559	\$ 2,906,000,000	\$ 2,906,000,000	6,275	N/A
C	Electric, Water	4,586	2,235	\$ 2,630,733,000	\$ 2,054,733,000	6,470	2,194
D	Electric, Gas	3,716	Data Not Provided	\$ 1,977,185,000	\$ 1,605,238,000	Data Not Provided	N/A
E	Electric, Water	1,847	1,837	\$ 1,494,647,000	\$ 1,447,994,000	5,354	N/A
F	Electric	1,205	1,205	\$ 1,375,000,000	\$ 1,375,000,000	3,100	N/A
G	Electric	2,016	2,016	\$ 1,296,126,000	\$ 1,296,126,000	1,611	658
H	Electric	1,523	1,523	\$ 1,100,000,000	\$ 1,100,000,000	2,473	751
I	Electric	1,680	1,680	\$ 843,272,202	\$ 843,272,202	1,920	N/A
J	Electric	2,211	2,211	\$ 780,693,000	\$ 780,693,000	3,157	N/A
K	Electric, Water	1,154	476	\$ 774,202,882	\$ 693,386,775	1,654	559
L	Electric	2,320	2,320	\$ 750,253,000	\$ 750,253,000	2,549	N/A
M	Electric	165	165	\$ 736,039,000	\$ 736,039,000	2,069	N/A
N	Electric, Water, Gas, Wastewater	1,811	680	\$ 721,355,652	\$ 379,258,303	633	N/A
O	Electric, Water	966	923	\$ 618,156,294	\$ 596,173,779	165	N/A
P	Electric, Water	1,407	799	\$ 499,933,747	\$ 367,890,368	714	782
Q	Electric, Water	335	307	\$ 352,893,000	\$ 341,908,000	248	333
R	Electric, Water	652	608	\$ 231,391,000	\$ 148,032,000	1,958	N/A
S	Electric	206	206	\$ 163,400,000	\$ 163,400,000	693	N/A
T	Electric	Data Not Provided	Data Not Provided	Data Not Provided	Data Not Provided	Data Not Provided	N/A